GOVERNMENT OF INDIA
PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS
LOK SABHA

UNSTARRED QUESTION NO:2959
ANSWERED ON:11.05.2016
Regularisation of ad-hoc Services
Dwivedi Shri Harish

Will the Minister of PERSONNEL, PUBLIC GRIEVANCES AND PENSIONS be pleased to state:

(a) the period prescribed for ad-hoc services under the Government;

(b) the rules prescribed for regularising the ad-hoc services;

(c) whether any guidelines have been issued to regularise the ad-hoc services;

(d) if so, the details thereof;

(e) the reaction of the Government in respect of the negligence of the said guidelines for regularising the ad-hoc services; and

(f) the remedial measures taken by the Government in this regard?

Answer

Minister of State in the Ministry of Personnel, Public Grievances and Pensions and Minister of State in the Prime Minister's Office. (DR. JITENDRA SINGH)
(a): All the instruction regarding adhoc appointment are laid in DOP&T OM No.28036/8/87-Estt(D) dated 30.03.1988, OM No.28036/1/2001-Estt(D) dated 23.07.2001, OM No.28036/1/2007-Estt.(D) dated 14.11.2007 and OM No.28036/1/2012-Estt(D) dated 03.04.2013 and are available in public domain on the website of Department of Personnel and Training.

As per existing instructions issued vide Department of Personnel & Training (DOP&T) Office Memorandum No.28036/1/2001-Estt.(D) dated 23.07.2001, no appointment shall me made on ad-hoc basis by direct recruitment from open market. If in an exceptional case, it is inescapable to resort to ad-hoc appointment by direct recruitment, prior concurrence of the DOP&T is to be obtained by the concerned Ministry/Department.

Promotions on adhoc basis can be made under exceptional circumstances indicated in OM dated 23.7.2001 for a maximum period of one year by the respective Ministries/Departments as per prevailing Recruitment Rules. However, continuation of such an adhoc promotion beyond one year will require the prior approval of DOP&T. Further, powers have been delegated in respect of Group 'C' and erstwhile Group 'D' posts to Ministries/Departments vide Department of Personnel & Training OM No. 28036/1/2007-Estt.(D) dated 14.11.2007 regarding grant of extension of ad hoc promotions upto 3 (three) years subject to conditions prescribed in these instructions.
(b) to (f): Ad-hoc appointment does not bestow on the person a claim for regular appointment and the service rendered on ad-hoc basis in the grade concerned also does not count for the purpose of seniority in that grade and for eligibility for promotion to the next higher grade. The ad-hoc appointments made in view of functional / operational considerations of the post has to replaced by a regularly selected candidate as per the provisions contained in the Recruitment Rules and in accordance with the prescribed procedure at the earliest possible and in no case such an officer should be regularized.
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